

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after August 10, 2003, were as follows: Average increases of 13 cents (1.8 percent) for Level 1 and 22 cents (2.5 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase is effective the first day of the first pay period beginning on or after January 1, 2004.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY JOB TITLE</u>	<u>WEIGHTED MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u>	
			<u>HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	352	7.48	9.37	5.75
CASHIER-CHECKER	243	7.06	8.80	6.00
CUSTOMER SERVICE ASST	26	8.50	10.10	7.71
TELLER	61	7.84	8.92	6.66
DESK CLERK	100	6.64	7.60	6.26
NF - 2				
STORE DETECTIVE	12	9.92	10.25	9.76
HEAD CUSTOMER SVC ASST	20	8.78	13.28	8.01
PAYROLL CLERK	11	9.50	12.26	8.50
SECRETARY	10	10.28	11.23	8.51
ACCOUNTING TECHNICIAN	29	10.01	11.34	8.44
NF - 3				
DEPARTMENT MANAGER	87	10.61	11.31	8.30
EXECUTIVE SECRETARY	3	11.17	13.35	10.00

WAGE AREA : #115 Nueces, TX

ORDER DATE: June 2, 2003

SURVEY : #018/019-33